



COLLECTIVE BARGAINING: IN THE KNOW UNDERSTANDING THE COLLECTIVE BARGAINING PROCESS

What is a collective agreement?

Info from <https://www.ontario.ca/page/collective-bargaining>

A collective agreement is a written agreement that sets out the employment terms and conditions for unionized employees, as well as the rights, privileges and duties of the union, employer, and employees. [Click here to view UWOSA's current collective agreement](#) (expires June 30, 2021).



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What is collective bargaining?

- Collective bargaining is a legal process whereby UWOSA and Western negotiate changes to our collective agreement
- The union and the employer have a legal duty to meet and to bargain in good faith, and make every reasonable effort to come to an agreement

Significant Impacts to this Round of Bargaining?

When engaging in collective bargaining, all parties need to be aware of government legislation/policies that could impact the process. One such Legislation is [Bill 124, Protecting a Sustainable Public Sector for Future Generations Act, 2019](#), introduced by the Ford Government. This Bill limits wage increases to a maximum of one per cent total compensation per year for three years.

Why renegotiate the Collective Agreement every few years?



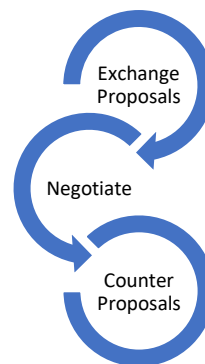
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- UWOSA uses each round of collective bargaining as an opportunity to improve the compensation (salary and benefits) and working conditions (vacation, educational assistance, etc.) for its members
- In previous rounds of bargaining we have secured increases to our salaries and benefits,

established the health care spending account, the educational assistance program, the family and employee assistance program, tuition scholarships for dependants, and expanded rights for term members

What are the steps in the collective bargaining process?

1. The process begins when either UWOSA or Western issues a Notice to Bargain to the other party informing them that they are ready to begin the negotiation process
2. The Notice to Bargain provides Western with the members of our Negotiations Team, availability to bargain, and requests for information, statistics, and Western’s financial documents
3. Both parties meet to trade offers and counteroffers
 - Each party suggests changes to the language of the collective agreement
 - The suggestions may be accepted, rejected, or countered by the other party
4. If the parties come to an agreement, the negotiations team brings the agreement to the members, and the members vote to either accept (ratify) or reject the agreement
 - This is called a ratification vote
5. If the parties do not come to an agreement, the Ontario Ministry of Labour, Training and Skills Development will appoint a conciliation officer to help the parties reach an agreement
6. If the parties still do not come to an agreement following conciliation, the parties may continue to bargain, or a strike or lock-out may result (more info about the strike and lock out process will be provided in the July collective bargaining bulletin)



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How long does collective bargaining take?

- The process starts with one party issuing the intent to bargain notice
- The process ends with the ratification vote
- During the last round of negotiations in 2017, the bargaining process took 16 days spread out over four months

Your Negotiations Team	Your Strike Preparedness Committee
<ul style="list-style-type: none"> • Arzie Chant (Biology) – UWOSA Steward • Nikki Grozelle (ACVS) – UWOSA President • Robert Harbottle (Chemistry) – UWOSA Steward • Meg Perinpanayagam (Libraries) – UWOSA Chief Steward • Tiffany Trudgeon (Faculty of Education) – UWOSA Vice President • Evan Wiley (Libraries) – UWOSA Steward 	<ul style="list-style-type: none"> • Jen Heidenheim (Education) – UWOSA Membership Services Officer • Tom Johnson (Fire Safety) – Member at Large • Emericks Rivas (Health & Rehab Sciences) – UWOSA Steward • Aixia Wang (Biology) – UWOSA Steward • Kendall Sturgeon (Libraries) – Member at Large • James Taron (SGPS) – UWOSA Secretary

What Can I Do to help?

- Update your contact info by submitting a Member Information Request Form
 - If we go on strike, we will not be able to contact you using your campus email or phone number
 - To download the form, log in to the UWOSA website (www.uwosa.ca) → Members → Negotiation Update → Member Information Request Form

The screenshot shows the top navigation bar of the UWOSA website with links for HOME, ABOUT, MEMBERS, STEWARDS, COLLECTIVE BARGAINING, and COLLECTIVE AGREEMENT. Below the navigation bar, there are two columns of resources:

- Member Resources for Negotiations:**
 - What is the Negotiations Process?
 - What is Conciliation? (Coming Soon)
- Member Resources (in case of a strike):**
 - Member Information Request Form
 - Be Prepared for a Strike or Lockout - Brief Overview (updated January 2021)

At the bottom of the screenshot, a large banner reads: "Western wouldn't work without UWOSA".

- Join the Strike Preparedness Committee!
 - Download the Join a Committee Form, fill it out, and email it to info@uwosa.ca
 - To download the form, log in to the UWOSA website (www.uwosa.ca) → Members → Governance, Agreements & Forms → Join a Committee Form

How can I stay informed about the negotiation process?

- Log in to the UWOSA website (www.uwosa.ca) → Members → Negotiation Update

The screenshot shows the "2020 – 2021 Negotiations Update" page on the UWOSA website. The page features a blue header with the title and the slogan "Western wouldn't work without UWOSA". Below the header, there is a section titled "2021 Collective Bargaining Timeline" with a list of events:

- May 2021: The Negotiations Team met 5 times to review proposed changes to the collective agreement.
- May 14, 2021: The Letter of Intent to Bargain was sent to Western Human Resources.
- April 2021: The Negotiations Team met 5 times to review proposed changes to the collective agreement.
- March 2021: The Negotiations Team met 4 times to begin preparations for collective bargaining.

On the right side of the page, there is a logo for "UNIONS THE LABOUR MOVEMENT" and a link for "Negotiations Team Members".

I have more questions about bargaining – who can I reach out to?

- Please connect with UWOSA by emailing info@uwosa.ca